OBJECTIVE YEAR 2003

A FOUNDATION

FOR

PERSONS WITH DISABILITIES

LIVING IN

NEW BRUNSWICK

Prepared by :

PREMIER'S COUNCIL ON THE STATUS OF DISABLED PERSONS

May 30, 1995

Objective Year 2003

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DECLARATION ON A DECADE
OF PERSONS WITH DISABILITIES
IN NEW BRUNSWICK (1993-2003)

Whereas the Government of New Brunswick is actively committed to improving the quality of life for citizens with disabilities in the Province; and

Whereas the Government of New Brunswick was an active supporter of the United Nations "Decade of Disabled Persons" from 1983 to 1992; and

Whereas the Government of New Brunswick proclaimed a provincial Decade of Disabled Persons during that period and developed a formal Action Plan for Persons with Disabilities in New Brunswick in partnership with the Premier's Council on the Status of Disabled Persons; and

Whereas while substantial progress has been made to include persons with disabilities in such community resources as transportation, housing, employment, recreation and education - many significant barriers for their inclusion still remain; and

Whereas the Government of New Brunswick would like to reconfirm the commitment of the Province of New Brunswick to enable persons with disabilities to be full and equal partners in their communities; and

Whereas it is necessary to enhance real partnerships of the stakeholders involved in the system to plan and deliver fundamental improvements to the current opportunities available to persons with disabilities; and

Whereas this process of social and economic reform will require adequate resources and time to respond properly to the needs of persons with disabilities;

Now, therefore, be it known that I, Frank McKenna, Premier of New Brunswick, do hereby request the citizens of the Province of New Brunswick to join in the recognition and active support of a new Decade of Persons with Disabilities in New Brunswick to occur from June 1, 1993 to June 1, 2003; and

Be it noted, that the coordination and reporting of provincial government activities responding to the Decade of Persons with Disabilities in New Brunswick will be carried out by the Interdepartmental Committee on the Action Plan for Persons with Disabilities to be jointly chaired by the Policy Secretariat and the Premier's Council on the Status of Disabled Persons.

Frank McKenna
Premier of New Brunswick

(Note : The Policy Secretariat has been replaced by the Executive Council Office.)

I. INTRODUCTION

1.1 BACKGROUND

Over the years we have witnessed many changes and certain significant improvements in the situations faced by persons with disabilities in New Brunswick. Some of the barriers that prevented individuals with functional handicaps from being accepted as full and equal members of their community have been removed.

New Brunswick has shown leadership in this struggle of inclusion by moving ahead of other provinces in opening up the public school system and adopting a greater emphasis on community-based support programs with less reliance on institutional services.

In 1981, the United Nations declared the International Year of Disabled Persons which provided a new united focus point for disability issues. This event marked an important period of attention about the barriers faced by people with disabilities. A major provincial conference was held in Fredericton that year to bring together for the first time representatives from all of the stakeholders interested in disability issues. Consumers, families, government at all levels, employers, labour, advocates, rehabilitation and other service providers participated together in discussing issues and solutions.

The outcome of the 1981 conference was to request that the province create a permanent advisory body to help continue the focus on disability problems and solutions. Legislation was passed in the Legislative Assembly in 1982 to create the Premier's Council on the Status of Disabled Persons.

The Council was appointed in the fall of 1982 to begin work immediately on promoting awareness and action on a variety of cross-disability concerns.

From the beginning, the Council used many methods to gather information that was current and develop solutions that were realistic and positive. Council members and staff created a large network of contacts and attended many workshops and meetings to encourage debate on disability issues.

Requests for action were passed on to appropriate bodies in the government system and to other partners.

In 1985, another major provincial conference was put together to follow up on the Decade of Disabled Persons declared by the United Nations.

Some of the major reports which provided potential strategies for action by government based on consultations led by the Council included :

1985 - The first Action Plan for the Decade of Disabled Persons

1987 - The Action Plan of 1987

1989 - The Action Plan Forum

1990 - The 1990's : A Decade for Development - Revised Action Plan for Persons with Disabilities in New Brunswick

1991 - An Evaluation Report on the Implementation Process of the Revised Action Plan for Persons with Disabilities in New Brunswick

1993 - Summary Report - Partnerships for Independence Forum

In June 1993, during National Access Awareness Week, the Premier released a **Declaration on a Decade of Persons with Disabilities in New Brunswick (1993-2003)**. This important statement reconfirmed his interest in the status of citizens with disabilities and placed the Interdepartmental Committee on the Revised Action Plan for Persons with Disabilities in New Brunswick under the joint chairmanship of the Office of the Executive Council and the Premier's Council.

A status report on government's response to date to the *1990 Revised Action Plan* was released during June 1994 by the Office of the Executive Council.

Now, due to some previous recommendations being accomplished and recognizing changing economic and political situations, it is necessary to start with a new benchmark that looks to the future.

While much has been accomplished, we feel that much more remains to be achieved. During these times of economic restraint, we must think strategically for ways to keep the momentum going forward and not allow persons with disabilities to fall further behind again.

1.2 EVOLUTION OF SOCIAL ATTITUDES AND SYSTEMS

Evolution of Social Attitudes

Up to 1960	1960 - 1980	Towards 2003
WAREHOUSE	GREENHOUSE	OPEN HOUSE
Caring for	Enabling	Accommodating
Protection	Support	Autonomy/Empowerment
Labelled permanently incapacitated	Adaptation of individual	Adaptation of social and physical environment
Deemed incompetent	Recognition of capacity	Rights/Responsibilities

Evolution of Systems

Up to 1960	1960 - 1980	Towards 2003
WAREHOUSE	GREENHOUSE	OPEN HOUSE
Segregated Services	Specialized Services	Mainstream Services
Centre based delivery	Community based delivery	Self-managed
Large residential institutions	Group Homes	Individual living arrangements
Treatment only	Rehabilitation	Disability related support
No labour force capability	Specialized training and placement	Range of employment opportunities
Primary Prevention	Secondary prevention	Promotion/advocacy/ education

(Adapted from the Interim Report of *Mainstream 1992 - The Federal/Provincial/Territorial Review of Services Affecting Canadians with Disabilities*. February 1992.)

The Premier's Council on the Status of Disabled Persons recognizes that attitudes of the public and many other stakeholders involved with services and decisions impacting on persons with disabilities have changed over the years to accept the principles of inclusion.

However, not all of the players in the system have translated that acceptance and understanding into concrete action. Many of the objectives related to independent living and community inclusion remain unachieved. We wish to see a greater level of planning and resource allocation that will lead to implementation of equity for persons with disabilities across our province and indeed across our country.

A group of provincial associations involved with persons with disabilities have recently worked together to prepare a position paper for the provincial government titled *Positive Futures for People with Disabilities in New Brunswick*. The following is an excerpt from that document :

> "The concerns and experiences of our organizations, along with current fiscal realities, call for change in the way support and services are provided for people with disabilities. Consequently, we recommend :
>
> > *Development of a policy framework based on a vision of equality, independence and full participation for people with disabilities as well as sound principles.*
>
> Such a vision and principles were identified in the Mainstream 1992 Report *Pathway to Integration: Report to Ministers of Social Services on the Federal, Provincial, Territorial Review of Services Affecting Canadians with Disabilities*. The process identified an "open house" vision of a society that is accommodating to its citizens, which understands the importance of the empowerment of people, which recognizes the necessity of adapting social and physical environments, and which acknowledges the rights and responsibilities of people with disabilities. In particular, Mainstream identified three guiding principles to achieve the open house vision for people with disabilities :
>
> > *Rights and Responsibilities :* People with disabilities have the very same rights, and the very same responsibilities as other Canadians. They are entitled, as others are, to the equal protection and equal benefit of the law and require measures for achieving equality.

Empowerment : People with disabilities require the means, including disability-related supports, to assume responsibility for their own lives and for their own well-being. Efforts are required to encourage them to take control, and to support and promote their efforts in this regard.

Participation : People with disabilities require full access to the social, economic and physical infrastructure of our society so they can participate fully and equally in their communities."

1.3 DEMOGRAPHICS

1.3.1 Understanding Terminology

It may be difficult to clearly describe what one means when referring to a person with a disability. The previous emphasis using definitions based on lack of employability is no longer adequate. Almost anyone despite having a serious degree of disability could potentially be employable if they were provided with the appropriate kinds of support in the right kind of work environment.

The provincial legislation which created the Premier's Council on the Status of Disabled Persons defines "disabled person" as :

> *"one who, because of physical or mental impairment including congenital or genetic abnormality, suffers absence or reduction of functional competence which substantially limits his/her ability to carry out normal daily activities."*

Unfortunately, many public and private programs use different definitions of disability based on the degree of disability required to qualify for a particular benefit or service. Therefore, a citizen could qualify as a person with a disability in one context or client list, but not for another service or program, even though their function level has not changed.

When the Premier's Council refers to a person with a disability, it is trying to address all types of significant disabilities however caused and for all age groups. This includes any physical and/or mental disabilities and hidden disabilities such as deafness, blindness, learning disabilities, mental illness, brain injuries, etc.

The largest growing segment of the disability community is that of senior citizens who may develop various types of disabilities as part of the aging process. Recognition of the particular perspective of older adults with disabilities must not be overlooked in our society's emphasis on employment issues. The Council also includes persons whose type of disability may not have been included in the previous traditional image of disability associated with the image of a wheelchair user or a person who is blind. For example, we would include persons who have become disabled due to HIV/AIDS, someone

who has a learning disability, or a person who is hard of hearing and other persons who have hidden disabilities.

The term "consumer" is also used in this document. We are referring here to either a person with a disability, or to the parent, guardian or advocate responsible for making decisions about a person's personal care and support services if that person is not legally capable or competent to do so. This is not to imply that a person with a disability is only a consumer. Persons with disabilities should be involved in choices that will affect the quality of life they will be able to enjoy.

1.3.2 Definition for Statistics

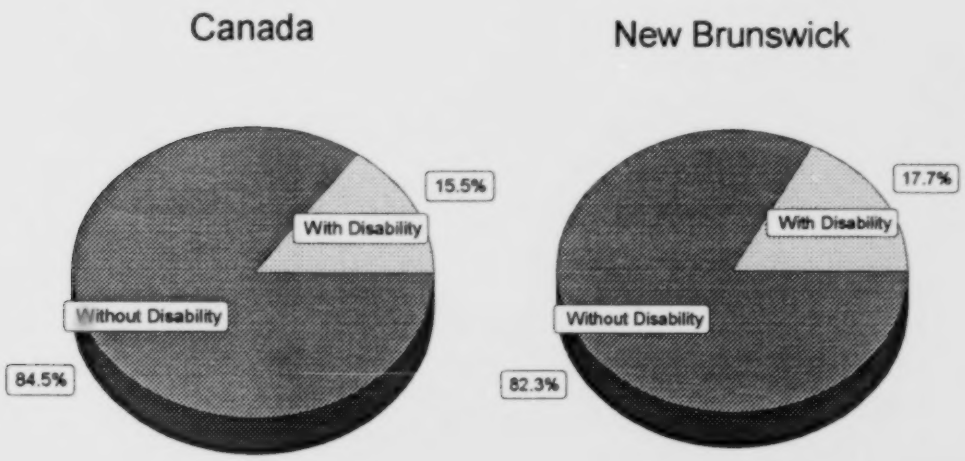
The Health and Activity Limitation Survey (HALS) uses the World Health Organization's definition of disability, which is :

". . . any restriction or lack of ability (resulting from an impairment) to perform an activity in the manner or within the range considered normal for a human being."

For 1991 this would translate into general population figures as :

Total Population of Canada	26,916,730
Total Population with Disabilities	4,184,680
Disability Rate	15.5%
Total Population of New Brunswick	717,590
Total Population with Disabilities	127,050
Disability Rate	17.7%

For further information on demographics and statistics, please refer to the appendices at the end of this document for other data taken from the 1991 Census survey.



1.4 TOWARDS 2003

1.4.1 Vision

While the provincial government should not be expected to do everything to solve all of the barriers faced by persons with disabilities, it has a responsibility to show more leadership in achieving such an environment for citizens with disabilities. The provincial government in conjunction with communities must adopt inclusive policies as an ongoing objective in all aspects of their activities. We look to government to structure programs and legislation that will allow a system of community-based supports to exist that can respond with flexibility and compassion to empower persons with disabilities to live meaningful and independent lives as full members of their communities.

The quality of life available to a person with a disability should not be determined by the cause of disability, the type of disability, the age of the citizen or where they live in New Brunswick. Rather the support system should attempt to fairly distribute the available resources based on the needs of the individual involved. People with disabilities can and want to be involved with economic growth. Persons with disabilities can help find solutions to increasing their involvement in positive futures for all citizens in New Brunswick.

1.4.2 Mission Statement

We promote a future in New Brunswick that empowers and enables persons with disabilities to enjoy access to public services and supports that will allow them to make reasonable choices as to the quality of life they can enjoy at their own maximum level of independence and control.

1.4.3 Statement of Principles

If we are to be a society that respects the dignity and equality of persons with disabilities who live in New Brunswick, we must use the following principles in all aspects of the development, implementation and delivery of services which impact on their lives.

- **Equitable opportunity for full participation in community life**
- **Individual responsibility and personal control**
- **Equal status, personal contribution and inherent worth**
- **Consumers directly involved in decision-making**
- **Security and well-being**
- **Partnerships with the community**

II. ISSUES AND RECOMMENDATIONS

2.1 INTRODUCTION

The Council's mandate covers all types of disabilities and all age groups.

In this section we will touch briefly on some of the issues that must be resolved to a greater degree if we are to have true inclusion of persons with disabilities in our communities and not just a support in principle approach that has no plan or timetable for action.

2.2 BARRIER-FREE ACCESS

As our population continues to age and as the number of persons with disabilities continues to grow, we wish to see more action on creating barrier-free communities. While some provisions are contained in the provincial building code and in government's own policies on their leased or publicly owned buildings, barrier-free access remains poor.

We must continue to remind everyone involved that barrier-free access refers to more than ramps or elevators for the mobility impaired. We must consider the problems faced by other persons such as those who are blind or visually impaired, those who are deaf or hard of hearing, those who are intellectually disabled, persons with learning disabilities or literacy problems, individuals with severe chemical allergies, etc.

Municipalities, businesses, politicians, architects, building contractors, housing officials, landlords and especially building inspectors should be more concerned with widening the range of barrier-free access to all aspects of their communities. Access to government facilities and programs is fundamental for both public access as clients or to have access as a potential employee with a disability.

Recommendations

1. **The province of New Brunswick and municipalities move to strengthen the provisions for barrier-free access in the provincial building code. Enforcement of provisions must be improved, i.e. buildings or businesses should not be allowed to open until such requirements are fulfilled.**

   (Responsibility : Department of Municipalities, Culture and Housing)

2. **Municipalities, building inspectors, architects, contractors and entrepreneurs be required to correct barrier-free access problems on building projects that proceed subject to significant penalties for noncompliance with building code requirements.**

   (Responsibility : Department of Municipalities, Culture and Housing)

3. **The Department of Supply and Services strictly enforce barrier-free access standards for all government owned and leased space using the National Standard entitled "Barrier-Free Design Standard CAN/CSA B651-M90" until such time as this standard has been superseded by the National and/or Provincial Building Code. Landlords not meeting barrier-free standards should not be able to receive lease payments until required renovations are made or the new lease should be cancelled and more appropriate space be contracted elsewhere.**

   (Responsibility : Department of Supply and Services)

4. **Information packages, training workshops, and on-site access evaluation and planning be available to architects, landlords, businesses, chambers of commerce, labour groups, community facilities and others wishing advice on how to improve barrier-free access to existing buildings or planned projects. The new 1995 National Building Code is expected to include more aspects related to barrier-free access and will provide an excellent opportunity for promotion and training related to these matters.**

   (Responsibility : Department of Municipalities, Culture and Housing)

5. **The Department of Economic Development and Tourism continue the mandate of the Tourism for All Committee to develop specific strategies to improve barrier-free access to all tourist facilities and public accommodations in New Brunswick.**

   (Responsibility : Department of Economic Development and Tourism)

6. **That the Premier's Council consult with appropriate parties such as the Fire Marshal's Office, Emergency Measures Organization, Supply and Services and disability related organizations to develop options related to emergency procedures and evacuation plans for persons with disabilities.**

   (Responsibility : Premier's Council on the Status of Disabled Persons)

2.3 COMMUNICATIONS

New Brunswick should show leadership in the particular aspect of access to communications by and for the benefit of persons with disabilities.

The phrase "information highway" has been used a great deal and reflects society's preoccupation with using technology to share more and more information with more and more participants more and more quickly. How can we keep track of all the data that is out there and learn how to get on the information highway?

Communication technologies not only allow for better access to more information but have revolutionized the potential employment prospects for large numbers of persons with certain types and/or levels of disabilities.

Recommendations

7. **The Minister of State Responsible for the Information Highway promote standards of technology and software that will be compatible with that required for access by various types of disability users such as blind or visually impaired, deaf or hard of hearing, intellectual disabilities, etc.**

   (Responsibility : Ministry of State for the Information Highway)

8. **The provincial government have a clear policy and capacity to produce on demand any government communication in alternate formats, i.e. braille, large print, audio cassette, computer diskette, etc. and to use understandable language so that persons with disabilities will have timely and useful access to public information.**

   (Responsibility : Executive Council Office)

9. **Sign language interpreters be readily available in New Brunswick for deaf persons to access publicly funded services and/or public information sessions.**

   (Responsibility : Department of Health and Community Services)

10. **Assistive listening devices such as loop systems, infra red systems or FM systems should be available for those who are hard of hearing to be able to access publicly funded programs and/or public information sessions.**

    (Responsibility : Executive Council Office)

11. **The Premier's Council should pursue a campaign to encourage government and private sector information providers to consider the needs of persons with vision difficulties in choosing the size of print used for public information (i.e. telephone directories, labelling of prescription and over the counter drugs, government forms, etc.).**

    (Responsibility : Premier's Council on the Status of Disabled Persons)

12. **All government departments and agencies be put on line with the *Directory of Services Offered to Persons with Disabilities in New Brunswick* produced by the Premier's Council on the Status of Disabled Persons.** This information must be readily available in alternate formats for clients and staff members.

    (Responsibility : Premier's Council on the Status of Disabled Persons)

2.4 CONSUMER INVOLVEMENT

Persons with disabilities are frustrated by the lack of awareness of their perspectives. Public consultations are often not promoted in ways to reach all of the disabled consumers (i.e. deaf people do not listen to the radio and blind persons do not read the daily newspaper). Public meetings are often held in locations not accessible to persons with disabilities or they have no transportation to get there.

Unfortunately, many health care and service providers do not take the time to involve their clients in the decision planning process. They talk instead to other "professionals" or have meetings where the client is not invited.

Consumers with disabilities are in the best position to evaluate programs and to make choices about their futures. Let us give them the maximum role they are ready to take on.

Recommendations

13. **All programs and groups funded by the provincial government must submit a plan to the Executive Council Office showing what training their staff have and how they are actually involving persons with disabilities and/or their families when appropriate in their own treatment and service plans. They must also include a process for evaluation to determine if agreed upon objectives have actually been met.**

    (Responsibility : Executive Council Office)

14. **The Office of the Ombudsman, in consultation with the Premier's Council on the Status of Disabled Persons, evaluate the level of client satisfaction with provincial programs or departments having significant utilization by persons with disabilities.**

    (Responsibility : Office of the Ombudsman)

15. **Clients be given information on other sources of assistance or information such as the material contained in the Premier's Council on the Status of Disabled Persons' *Directory of Services Offered to Persons with Disabilities in New Brunswick.***

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

2.5 EDUCATION

The Council strongly supports the principle of integration/inclusive education linked to a quality educational experience for all students in New Brunswick, regardless of their type of disability, or where they might live or their language.

Education is a right and the Government of New Brunswick must continue to refine a strategy and provide sufficient resources to carry out this responsibility.

The public school system must be held individually and collectively accountable for the quality of educational services delivered to students with disabilities.

Since we are seeing an increasing number of students with significant disabilities seeking to enter post-secondary education via university or community college programs, these institutions must develop the capacity to respond to the needs of such students in a manner that is reasonable.

As our society continues to become more complex, the value of an education to develop appropriate social skills, problem solving abilities and technical knowledge is even more important to students with disabilities.

If we refer to 1991 statistics related to the education characteristics of persons with disabilities in New Brunswick (see Appendix D), we can confirm that persons with disabilities are under-represented in terms of accessing and/or completing post-secondary levels of education. This fact would certainly have a bearing on their future opportunities to secure higher status of employment.

In the past, the greater the level of disability, then the lower the level of educational attainment that was achieved. Some progress has been made in terms of public school integration but we are only scratching the surface for access to post-secondary education for persons with significant disabilities.

Recommendations

16. **The Department of Education release a statement on how they plan to ensure quality services for students who are blind or visually impaired and students who are deaf or hard of hearing in light of changing programs coordinated by the Atlantic Provinces Special Education Authority.**

    (Responsibility : Department of Education, Anglophone/Francophone Divisions)

17. **The provincial government should establish who is responsible for providing alternate format educational materials for persons undergoing post-secondary training.**

    (Responsibility : Department of Advanced Education and Labour)

18. **The Department of Supply and Services prepare a current list of barrier-free access projects that are pending with all school buildings in New Brunswick. The report should give an indication of work required, priority assigned, budget required and expected timetable for completion so that students with disabilities can attend the same school as their peers and not have to be relocated to another school due to access limitations.**

    (Responsibility : Department of Supply and Services)

19. **The Minister of Education act to confirm licensing requirements for all future teachers in New Brunswick to include a required component course dealing with students with disabilities to be taught by a competent instructor who has experience in teaching students with disabilities in an inclusive/integrated classroom.**

    (Responsibility : Department of Education)

20. **Adequate funding be reserved in a central budget to ensure prompt access to professional educational assessments for students such as those with learning disabilities unable to be served by existing district resource personnel, and that parents be informed of their right to request access to such funding to pay for needed referrals. Not all students with a disability will require additional specialized assessments.**

    (Responsibility : Department of Education)

21. **A consistent and adequate training policy be developed for mandatory use with all teacher aides and attendants hired to work with teachers who have students with disabilities in their classrooms in the public school system. Training time should be paid and made a condition of employment.**

    (Responsibility : Department of Education)

22. **The Minister of Education continue regular meetings of the Minister's Forum on Public Education and the Forum sur l'enseignement public to provide continued input into the public school system for both the anglophone and francophone parts of the province.**

    (Responsibility : Department of Education)

23. **The Minister of the Department of Advanced Education and Labour continue the work of the Program Advisory Committee on Training Services for Persons with Disabilities and expand the mandate from community colleges to all post-secondary education institutions in New Brunswick.**

    (Responsibility : Department of Advanced Education and Labour)

24. **The programs working to improve literacy levels in New Brunswick develop a strategy to improve overall access and use of their services by persons with various levels of disabilities.**

    (Responsibility : Department of Advanced Education and Labour)

25. **The government of New Brunswick review and evaluate the level of commitment, methodology, use of appropriate resource materials and philosophy of literacy programs to determine necessary changes to obtain the desired outcomes.**

    (Responsibility : Department of Advanced Education and Labour)

26. **The Office of Childhood Services and the Department of Education prepare a report on the current status of early intervention services for pre-school aged children with special needs.**

    (Responsibility : Office of Childhood Services, Department of Education)

27. **The Department of Education develop a clear policy on discipline and other procedures available to deal with students who exhibit inappropriate behaviour that may be related to a disability and not intentional bad behaviour. This policy may require a process to determine if the problem is related to a disability. If so, sending such students home for long-term tutoring is not an acceptable solution.**

    (Responsibility : Department of Education)

28. **The departments of Education and Advanced Education and Labour develop strategies to deal with the transition from public school to the community for students not able to pursue post-secondary training or find a job due to problems related to a disability.**

    (Responsibility : Department of Education, Department of Advanced Education and Labour)

29. **The Department of Education must protect and enforce designated funding to the school districts for initiatives related to students with disabilities clearly tied to actual attendance at the school. Shifting to a full global budget transfer to the school districts would remove what little accountability still remains on the actual use of such designated funds.**

    (Responsibility : Department of Education)

30. **The Department of Advanced Education and Labour should consult with interested parties in order to review the current curriculum and training provided in the Human Services Counsellor course at the New Brunswick Community College.**

    (Responsibility : Department of Advanced Education and Labour)

2.6 HEALTH ISSUES (Rehabilitation, Prevention, etc.)

Persons with disabilities are certainly concerned with health related issues. Not all persons with disabilities are sickly or are ill more often than the general population. However, some chronic disabilities will require the person to have regular contact with the health care system and especially the rehabilitation services system. The person with the disability is passed around the system with little opportunity for control over their care.

The Province has to provide adequate access to appropriate health and rehabilitation services that can help correct or at least reduce the effect of disabling conditions on people's lives. Citizens should have equal access to professional services regardless of which region of the province they live in or which official language they speak or understand.

Items or services required as a direct result of the disability should be readily available to individuals and families (i.e. mobility aids, communication devices, attendant care, etc.). Persons who require special services should not be penalized for wishing to live in the community. We encourage the provision of community-based support services that minimize the need for large institutional settings.

It is also clear that greater emphasis is required on programs that promote the concept of prevention of unnecessary disabilities. This includes such efforts as accident reduction, early detection screening, health lifestyle education, environmental issues, stress management, etc.

We must address major gaps in the current system for under serviced disabilities such as traumatic brain injury survivors, learning disabilities, services for persons who are deaf or hard of hearing, and the recognition of emerging incidents of chemical and environmental allergies for example.

In all of these issues, consultation and involvement of the users and community stakeholders must be given more consideration in the determination of budget and program priorities.

Recommendations

31. **That the Department of Health and Community Services be instructed to review the mandate and structure of the Rehabilitation Services Advisory Committee to strengthen consumer and community representation to ensure a fair perspective in the positions to be recommended to government.**

    (Responsibility : Department of Health and Community Services)

32. **The Department of Health and Community Services host a provincial forum on the future of health care policy in New Brunswick to allow all of the interested parties to share information and propose possible directions for collective action.**

    (Responsibility : Department of Health and Community Services)

33. **That the Department of Health and Community Services be instructed to prepare a public report giving a current picture of prevention and health promotion strategies in place in New Brunswick.** This report would also give a status update on each recommendation contained in the publication *An Ounce of Prevention . . . A position paper on health promotion and prevention issues* prepared by the Premier's Council on Health Strategy in January of 1992. This would include but not be limited to such topics as mental health, stress, noise pollution, chemical sensitivities, bicycle helmets, seat-belts and the use and abuse of alcohol.

    (Responsibility : Department of Health and Community Services)

34. **The provincial government support the development of a planning document to address gaps in supports for specific under serviced disabilities such as traumatic brain injury survivors, learning disabilities, deaf persons and persons who are hard of hearing, chemical and environmental allergies and other topics to be determined.** Each planning process must involve the consumers, families and community support groups already available.

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

35. **Legislation be passed to clearly protect the patient's right to all information on their situation and the right to be fully informed in order to make their choices for health care.** Such legislation should clearly outline the process to be followed to obtain copies of information if desired, as well as simple access to their information.

    (Responsibility : Department of Health and Community Services)

36. **Unless proven to be legally incompetent, any person's health care and/or residential choices within their financial means should be respected even if others involved might not agree with their choices. Existing legislation and policies must be strengthened to protect the interests of persons with disabilities.**

    (Responsibility : Department of Health and Community Services)

37. **Government should call for the Mental Health Commission of New Brunswick to involve key community partners in reviewing the current status and future delivery of appropriate mental health services to citizens of all ages in all regions of the province.**

    (Responsibility : Mental Health Commission of New Brunswick)

2.7 HOUSING

> *"Shelter from the elements is one of humanity's most basic needs, but shelter should be more than a roof over one's head. It is not just a house, but a home. It is a place where we belong, our base of operations, part of our identity. Those who are deprived of this base, for whatever reason, are vulnerable to many other problems which are related to a physically and socially impoverished living environment."*
>
> (Taken from the Introduction of the report of the Minister's Task Force on Housing *Home Sweet Home*? New Brunswick, 1988.)

We strongly support this statement for describing the essential quality of appropriate housing for persons with disabilities. A person's place of residence should convey a sense of being their "home" and not a "human warehouse".

Our government must take steps to further reduce the number of individuals with disabilities who are living in institutional settings. This is especially true for adults with disabilities. Programs must be more flexible to allow more options for self choice and suitable arrangements to meet the needs of individuals with specific requirements. Instead of building more congregated housing projects, we should put greater emphasis on policies that would enable persons with disabilities to live in the neighbourhoods of their choice.

Concepts of barrier-free access should be encouraged in building codes for the residential construction industry, as well as public housing projects. Economic policies must address the issue of affordability so persons with disabilities will be able to live in existing housing stocks available in their community of choice.

Housing policies for persons with disabilities must be oriented to community-based support systems that enable all persons with disabilities who wish to do so to remain in a family-like environment in a place they can call "home". For example, only offering the option of a nursing home placement for a younger adult or adolescent with a disability who does not wish to go there is not acceptable.

We would also like to stress the combination of accessibility and affordability. Much of our province's current housing stock was constructed at a time when the special needs of persons with a disability were not a regular feature to be considered in housing design. Homeowners and rental accommodation landlords should recognize the growing market for more barrier-free housing stock.

Recommendations

38. **The Minister of Municipalities, Culture and Housing should review the information in the New Brunswick Task Force Report of 1988 called "Home Sweet Home" and the 1994 Housing Strategy to identify ways to improve support of housing problems for persons with disabilities. Such measures could include shared equity, reverse equity, life interest, rental assistance and greater flexibility on tax arrears cases involving persons with a significant disability.**

    (Responsibility : Department of Municipalities, Culture and Housing)

39. **The departments of Municipalities, Culture and Housing, and Health and Community Services in partnership with communities prepare a strategy to respond to the long-term housing needs of persons with disabilities who wish to remain in their community. Persons with disabilities must be allowed to choose from a range of options that have clear points of eligibility and funding arrangements. Nursing homes cannot be viewed as a primary housing solution for young adults and adolescents who require personal supports.**

    (Responsibility : Department of Municipalities, Culture and Housing; Human Resources Development New Brunswick; Department of Health and Community Services)

40. **Barrier-free design features be promoted by the Province for all public and private housing projects in New Brunswick.**

    (Responsibility : Department of Municipalities, Culture and Housing; Department of Supply and Services)

41. **The Rental Assistance Plan for Disabled Persons be opened up to allow new applicants to qualify for funding.**

    (Responsibility : Department of Municipalities, Culture and Housing; Human Resources Development New Brunswick)

42. **Options such as the Habitat for Humanity Program and other "sweat equity" projects be supported as a means to create more units of affordable and accessible housing stock.**

    (Responsibility : Department of Municipalities, Culture and Housing)

2.8 INCOME SECURITY

The government of New Brunswick must ensure that any reforms or adjustments made by the federal government will attempt to improve opportunities for persons with disabilities and not force even greater reliance on charity and family resources to meet basic needs of citizens with disabilities. Community programs must also be based on an overall policy of inclusion that does not dwell exclusively on the medical and health needs of persons with disabilities but rather their overall needs as a citizen and human being with dignity and value.

We would like to see a flexible system of financial supports where any extra costs required due to the disability (i.e. equipment, personal care, interpreter services, accessible housing, accessible transportation, tutoring, personal health/ hygiene supplies, medications, special diet, etc.) could be provided for based on assessed need separate from any basic income security programs for other basic needs typical of the population at large.

The consumer should receive the funds and control the provision of external services required due to his/her disability. If services are to be provided through a third party, then we would emphasize the use of non-profit community groups to reduce costs and to foster a better client/service provider relationship.

The level of benefits available must be sufficient to meet the economic requirements for the person to live safely and healthy in the community.

Standard rates and ceilings for all persons regardless of need is not only illogical but perhaps wasteful in some cases.

Recommendations

43. **The Department of Human Resources Development New Brunswick and the Department of Health and Community Services establish a consultation process with the federal government, consumers and stakeholders to review current income security programs available to persons with disabilities in New Brunswick. The goal would be to recommend reforms in eligibility criteria, program delivery, and budget planning to maximize the resources available through federal and provincial mandates through federal and provincial mechanisms to reduce bureaucracy; to empower consumers; and to support citizens reaching towards self-sufficiency.**

    (Responsibility : Human Resources Development New Brunswick, Department of Health and Community Services)

44. The definition of a person with a disability shall not focus on a perception that they are permanently unemployable but deal instead with the degree of supports required to be able to function at a reasonable level in the community. **The Premier's Council on the Status of Disabled Persons should be given the task to chair an ad hoc committee of government departments, consumers, families, and other community stakeholders to create a better definition of a person with a disability for all income security and government programs offering resources to persons with a disability.**

    (Responsibility : Premier's Council on the Status of Disabled Persons)

45. **That the government of New Brunswick not make changes to income security programs without first offering a chance for reaction to any proposed changes to the people who will be affected.** Consultation should become the first step and not the last in such a process of reform.

    (Responsibility : Human Resources Development New Brunswick)

46. **The government of New Brunswick create a system of flexible supports that do not mean "all or nothing" in terms of eligibility for income security programs.**

    (Responsibility : Human Resources Development New Brunswick)

2.9 PARTNERSHIPS

The Premier's Council on the Status of Disabled Persons is a strong advocate of real partnerships that attempt to create flexible and effective solutions to problems. Resources and information have to be more readily shared if we hope to really resolve more of our social problems.

"Partnership" with government could be an opportunity to share some resources with the community to improve the quality of responses to need without losing unnecessary dollars to bureaucratic administration.

The current mix of public and private sector programs is often confusing and frustrating to the average citizen with a disability. Requests for support or answers to questions often get lost in the jumble of overlapping political and service provider jurisdictions, and mandates and precious resources are wasted in the processing of requests.

We must ensure that the mix of available financial and human resources is used wisely and fairly distributed. We should encourage all citizens to help themselves as much as possible to maintain a decent standard of living with the focus on independence and inclusion in their community.

We are very much concerned over trends by governments at all levels that seem to suggest their withdrawal from the adequate funding of social programs on the assumption that the families and local communities can take on all of these needs.

We are very concerned when government jumps on the privatization bandwagon and awards service contracts to the "for profit" sector. Too often the profits are generated at the expense of service quality and availability to the consumer and in the end may not even save dollars.

However, the Council does see opportunities for better partnerships amongst all of the stakeholders involved in disability issues and their combined resources could certainly be utilized for more measurable outcomes.

Recommendations

47. **Government departments and agencies continue to develop and implement clear yet flexible policies on how they are involving persons with a disability, their families, and other community stakeholders in the planning, delivery and evaluation of their programs and services.**

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

48. Our current patchwork of services and programs do not lead to the even regional distribution of supports to persons with similar needs. While the service system must continue to have flexibility, there must be greater attention to the concept of equity. **Therefore we ask the provincial government to review current policies on regional decentralized budgets to reserve some control at the provincial headquarters' office through holding a block of provincial contingency funds to respond to different regional caseload needs during the fiscal year.**

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

49. **That the Province of New Brunswick provide resources to the Executive Council Office and the Premier's Council on the Status of Disabled Persons to host a provincial series of workshops with the objective of clarifying roles and responsibilities for stakeholders to be involved in the future delivery of services for persons with disabilities.** For example, how should equipment and technical aids be funded considering the wide variety of partners who currently claim to do this? Could a centralized application process eliminate unnecessary administrative expenses and improve use of current resources? **Such a review should clearly identify the role and financial implications for the provincial government for each program or service examined.**

    (Responsibility : Executive Council Office, Premier's Council on the Status of Disabled Persons)

50. **That the government of New Brunswick explore opportunities for funding partnerships with community-based non-profit organizations as a means of delivering certain services to persons with disabilities.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

51. **That the various departments and agencies of government be encouraged to collaborate on program planning and delivery in relation to persons with a disability.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

52. **Due to the problems of jurisdictional disputes and a significantly higher rate of disability amongst the aboriginal population of New Brunswick, the Council would like to see a special task force struck to identify current issues and potential solutions for addressing the needs of aboriginal persons with disabilities.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

2.10 PERSONAL SUPPORTS

Everyone in a modern society has some degree of interdependence on others to meet the spectrum of daily living requirements. All citizens benefit to different degrees at different stages in their lives from the social safety net of publicly funded services. Tax dollars subsidize public transportation, health care, education, recreation and a variety of income security programs. Therefore, publicly funded services should be designed to include all of the public, including persons with disabilities.

Instead of being overly concerned with administrative record keeping, means testing, needs assessment and fraud investigation, more emphasis could be placed on streamlining the process to actually respond to the reasonable needs of persons with disabilities.

The application process should respect the dignity and value of the person with a disability at all times.

Recommendations

53. **The Department of Health and Community Services convene a working group of consumer and community groups to draft a clear and collected policy paper on eligibility criteria, application process, funding mechanisms, assessment of needs, appeal process and ongoing evaluation of how persons with disabilities will receive personal care supports.**

    (Responsibility : Department of Health and Community Services)

54. **The Government of New Brunswick should seek information on current insurance industry practices relating to the charging of premiums for coverage that is transferred back to public and community funded programs when aspects of accident and long-term disability claims are made to the insurance company. The issue of coverage for persons with pre-existing conditions also needs to be reviewed in order to ensure reasonable access to health insurance for all citizens whether employed or not.**

    (Responsibility : Department of Finance, Public Utilities Board, Premier's Council on the Status of Disabled Persons)

55. Additional funds be allocated to personal care services' budgets for community-based programs under the *Long-Term Care Strategy* to cover new cases coming into the system.

(Responsibility : Department of Health and Community Services)

56. Policies and funding be in place to respond in a timely fashion to the personal care needs of disabled individuals involved in education or vocational training programs.

(Responsibility : Human Resources Development New Brunswick, Department of Advanced Education and Labour)

57. That financial assistance for personal supports related to a person's disability including health card benefits not be considered as income for calculations concerning income assistance and that such disability-related assistance be continued even if the person is gainfully employed.

(Responsibility : Human Resources Development New Brunswick)

58. Government must examine its various in-home support programs to prevent discrimination based on the age of the person having the disability. There is a perception for example that there are better services available to seniors to remain at home than for younger adults with disabilities. Helping to keep seniors out of nursing homes but setting financial limits for services for younger adults means that some individuals are being forced to look at nursing homes as their only offered alternative.

(Responsibility : Department of Health and Community Services)

2.11 RECREATION AND LEISURE

There are two major objectives to be achieved in connection with recreational opportunities for citizens with disabilities :

- To significantly increase the number of persons with disabilities who regularly participate in physical recreation and sport activities, as well as enhance their participation in more passive recreation and cultural activities.

- To increase the involvement of persons with disabilities in the planning and priority-setting process on matters related to sport and recreation for which they will be participants.

Consumers and service providers alike must give more recognition to the value of regular participation to enhance personal health, to develop both technical skills and social skills and to offer appropriate opportunities for competition for those who wish to do so. We must break down negative attitudes, correct problems of barrier-free facilities, offer useful training for coaches and service providers, improve access to transportation, and better educate consumers with disabilities on the choices currently available and how to get involved to improve those choices.

Appropriate use of leisure time is a major issue for persons with disabilities who are often not fully employed and have more time to manage.

Positive experiences in community-based recreation programs allow people to broaden their personal network and develop self-confidence in their abilities. This can lead to an immediate improvement in quality of life and perhaps other benefits such as moving into the labour force.

Recommendations

59. The Department of Municipalities, Culture and Housing promote access to community non-profit and for-profit recreational facilities by offering small amounts of seed grants and to identify other sources of potential financial recovery for costs associated with improving barrier-free access.

(Responsibility : Department of Municipalities, Culture and Housing)

60. **The Department of Municipalities, Culture and Housing give a higher profile to their various initiatives undertaken to increase participation by persons with disabilities in sport and recreation programs.**

(Responsibility : Department of Municipalities, Culture and Housing)

61. **The Province of New Brunswick assist the disability sport and recreation sector in developing the means to do effective and ethical fundraising to meet a greater level of their funding needs.**

(Responsibility : Department of Municipalities, Culture and Housing)

62. **The Department of Municipalities, Culture and Housing should organize a provincial forum to review achievements and identify challenges and possible solutions for improving access to recreation and leisure opportunities for persons with disabilities.**

(Responsibility : Department of Municipalities, Culture and Housing)

63. **Libraries across the province should improve the quantity of and access to their talking book services to address a wider range of age groups and language choice. They should also not limit the service to CNIB clients as some persons with reading disabilities or physical limitations cannot effectively use printed books.**

(Responsibility : Department of Municipalities, Culture and Housing)

64. **The Department of Municipalities, Culture and Housing implement a policy that any municipality or group receiving provincial funding for sport or recreation programs or facilities must indicate whether those programs or facilities are accessible to persons with disabilities. If not, they must identify what steps they will take to remedy the situation. Future funding would then be contingent on continuing progress towards appropriate solutions from the previously submitted plan.**

(Responsibility : Department of Municipalities, Culture and Housing)

2.12 RESEARCH

There are a number of issues and potential solutions that should be more effectively researched, piloted and evaluated for appropriate outcomes. (Examples, outcomes of vocational assessment/counselling, value of rehabilitation services, follow-up with use of expensive technologies, etc.)

Recommendations

65. **The Premier's Council on the Status of Disabled Persons establish a committee on research issues to develop a list of current topics and possible strategies to facilitate outcome oriented research on disability related issues in New Brunswick.** The Premier's Council on the Status of Disabled Persons develop a strategy to help promote awareness of existing information available to researchers, planners and service providers interested in disability issues.

    (Responsibility : Premier's Council on the Status of Disabled Persons)

66. **There is a great concern over the possible levels of violence and other forms of abuse involving persons with disabilities. This aspect of issues related to violence and persons with disabilities in New Brunswick needs to be investigated to get a picture of the current scope of the problem.**

    (Responsibility : Premier's Council on the Status of Disabled Persons, Muriel McQueen Ferguson Centre on Family Violence)

67. **Greater emphasis be given to creating more consistent funding mechanisms and funding levels for needed social and economic research related to disability issues.** Perhaps universities, community colleges, professional associations, business, community groups and government should pool their resources to design and fund needed research.

    (Responsibility : Maritime Provinces Higher Education Commission)

2.13 TRAINING AND EMPLOYMENT

The ability to work and actual participation in the work force are usually two of the most important factors which will be used to measure one's worth by his/her peers and to determine the level of one's standard of living. Earnings from employment are used to purchase the necessities of living and also the added things that enhance the quality of life. There has been a tremendous waste of human potential, loss of tax revenue, increased social support system costs and a negative stigma attached due to the many persons with disabilities who are not presently working. Employment or education programs should allow meaningful daily activity in a setting which promotes dignity and self worth.

To date, past efforts by government and volunteer agencies have not significantly reduced the number of unemployed persons with disabilities to come closer to the general unemployment levels of the public at large. Therefore, a new strategy seems to be called for.

Government must provide the tools required for independent living using the community-based model. Access to real employment opportunities should be a vital component of this strategy. While not all persons with disabilities need special assessments or supports to be successful, many would benefit from better vocational assessment, counselling and information on the choices open to them. Individuals need not stay in sheltered workshops for a lifetime of "training" that does not lead to placement in the real labour force on a full or part-time basis.

We are interested in fostering more opportunities for more citizens with disabilities to enter the workplace and perform meaningful and satisfactory work and be paid reasonable wages for their efforts. Policies and supports for individuals with disabilities must show the flexibility and the desire to enable more of them to participate in the labour force even if they are unable to be full-time workers due to the nature of their disability. Furthermore, we want to better prepare our workers with the skills they need to compete in the labour market so they can be hired despite their disability and not because of it.

If we refer to 1991 statistics on the employment of persons with disabilities in New Brunswick (see Appendix E), we see that persons with disabilities are under-represented in the work force. Many of those persons who do work are under-employed in part-time or entry level jobs not consistent with their education and interests.

We also note that many persons with disabilities are not included as being in the labour force for various reasons and thus are not counted in unemployment rates. Furthermore, the statistics illustrate that if your disability is more severe, you will have a greater difficulty in finding work.

Recommendations

68. **The policies and resources available to clients with disabilities eligible for Vocational Rehabilitation for Disabled Persons be reviewed and reformed with input from consumers and other stakeholders.**

    (Responsibility : Human Resources Development New Brunswick)

69. **The Maritime Provinces Higher Education Commission prepare and release a status report on current levels of access to universities by students with disabilities and indicate how they would plan to increase the rate of participation by such students.**

    (Responsibility : Maritime Provinces Higher Education Commission)

70. **Provincial government staffing plans must include a specific strategy to increase the number of persons with disabilities in the civil service including new persons coming in and opportunities for promotion of those already employed and also to explore the possibility of home-based employment links. Positions should be spread out over both entry level and management level jobs. With government restructuring, we are concerned with the retention of jobs for employees with disabilities.**

    (Responsibility : Executive Council Office)

71. **The extra costs of disability related items be added to the resources available to a person with a significant disability.**

    (Responsibility : Human Resources Development New Brunswick)

72. **Appropriate resources including assessment tools be available to assist a person with a disability to understand and choose from available options that will meet their needs while taking into account current and projected labour trends.**

    (Responsibility : Department of Advanced Education and Labour)

73. **Ensure that professionals and community-based staff who are working directly with persons with disabilities be adequately trained about disability issues and available resources. This would include such program staff as vocational counsellors, school support workers, residential staff, supported employment staff, etc.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

74. **There are some persons with disabilities who will need higher amounts of personal supports. Programs should not put unrealistic caps on individual service plans (i.e. student who is deaf who needs interpreter or a person who is blind who needs an expensive model of adapted computer technology, or a person with an intellectual disability who may require some measure of support indefinitely).**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

75. Most training and support programs are either short-term or only last until the person is job ready. **We see a limited program for long-term wage subsidies or supports for a person who will require such assistance to maintain employment on a long-term basis.**

(Responsibility : Department of Advanced Education and Labour, Human Resources Development New Brunswick)

76. **The Province of New Brunswick develop a comprehensive strategy to attempt to bring the level of unemployment among those persons with disabilities wanting to work to the same level as the rest of the province's work force.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

2.14 TRANSPORTATION

Persons with disabilities often face a challenge in being able to get out and about in their communities. As we are a rural province, it is a significant problem if you are not able to drive a vehicle yourself or to afford a personal vehicle if you are capable of driving.

Affordable and accessible transportation options are needed if people with disabilities are to get around and access all other aspects of the community and all of the programs. Even if buildings/programs are accessible, it does not benefit people who can not get to them. Transportation is vital to access education and employment.

Recommendations

77. **The Department of Transportation convene an ad hoc committee to examine options available to improve transportation access for persons with disabilities especially those living in rural areas of the province. This committee would include representation from community groups and others involved with persons with disabilities and transportation issues.**

    (Responsibility : Department of Transportation)

78. **Municipalities be encouraged to use new provincial legislation to strongly enforce reserved parking spaces for persons with disabilities.**

    (Responsibility : Department of Transportation)

79. **A provincial standard be developed so that reserved parking spaces have appropriate signage, size and paint markings on the parking surface.**

    (Responsibility : Department of Transportation)

80. **The Vehicle Retrofit Program be continued and also be open to taxi operators wishing to adapt a vehicle to carry passengers with a disability at standard taxi fares.**

    (Responsibility : Department of Transportation)

81. **The province of New Brunswick clarify the legal status and requirements for wheelchair pedestrians and persons who use other types of mobility devices in terms of the use of sidewalks and streets.**

(Responsibility : Department of Transportation)

82. **The issue of funding subsidies for operating costs of non-profit community transportation services for persons with disabilities be explored.** At least we could explore options like tax exempt gas and routine maintenance being available through regional government garages for such groups.

(Responsibility : Department of Transportation)

83. **That the government develop guidelines for the use of acceptable audible traffic signals for persons who are blind or visually impaired to encourage consistency in how they are utilized in municipalities.**

(Responsibility : Department of Transportation)

III. CONCLUSION

The Premier's Council on the Status of Disabled Persons wants to thank all of the individuals and groups who have offered suggestions for this document. We offer a cross section of ideas here where we had consensus in the community for action.

We are concerned here with matters that allow some leadership and action by provincial government authorities. We will continue to explore some of the other ideas that came up in our consultations including those under the jurisdiction of other parties.

We have been encouraged and strengthened by the consumer and community support for the efforts made by the Premier's Council to establish a new benchmark on disability issues in this province.

The Interdepartmental Committee on the Action Plan for Persons with Disabilities, co-chaired by our Council and the Executive Council Office of government, will release an annual status report on the progress of implementation which will include an update on each specific recommendation in order to keep the process accountable. This new action plan will help us to monitor the progress for citizens with disabilities during a period of further evolution of social, economic and political reforms.

This document will enable us to move on to a fresh start for the remainder of the *Decade of Persons with Disabilities in New Brunswick* scheduled to run until the year 2003. We know what we want to achieve and we have your ideas on how to achieve them. This action plan will help us measure when we have reached our objectives.

NOTES

IV. SUMMARY OF RECOMMENDATIONS

BARRIER-FREE ACCESS

1. **The province of New Brunswick and municipalities move to strengthen the provisions for barrier-free access in the provincial building code. Enforcement of provisions must be improved, i.e. buildings or businesses should not be allowed to open until such requirements are fulfilled.**

   (Responsibility : Department of Municipalities, Culture and Housing)

2. **Municipalities, building inspectors, architects, contractors and entrepreneurs be required to correct barrier-free access problems on building projects that proceed subject to significant penalties for noncompliance with building code requirements.**

   (Responsibility : Department of Municipalities, Culture and Housing)

3. **The Department of Supply and Services strictly enforce barrier-free access standards for all government owned and leased space using the National Standard entitled "Barrier-Free Design Standard CAN/CSA B651-M90" until such time as this standard has been superseded by the National and/or Provincial Building Code. Landlords not meeting barrier-free standards should not be able to receive lease payments until required renovations are made or the new lease should be cancelled and more appropriate space be contracted elsewhere.**

   (Responsibility : Department of Supply and Services)

4. **Information packages, training workshops, and on-site access evaluation and planning be available to architects, landlords, businesses, chambers of commerce, labour groups, community facilities and others wishing advice on how to improve barrier-free access to existing buildings or planned projects. The new 1995 National Building Code is expected to include more aspects related to barrier-free access and will provide an excellent opportunity for promotion and training related to these matters.**

   (Responsibility : Department of Municipalities, Culture and Housing)

5. **The Department of Economic Development and Tourism continue the mandate of the Tourism for All Committee to develop specific strategies to improve barrier-free access to all tourist facilities and public accommodations in New Brunswick.**

   (Responsibility : Department of Economic Development and Tourism)

6. **That the Premier's Council consult with appropriate parties such as the Fire Marshal's Office, Emergency Measures Organization, Supply and Services and disability related organizations to develop options related to emergency procedures and evacuation plans for persons with disabilities.**

   (Responsibility : Premier's Council on the Status of Disabled Persons)

COMMUNICATIONS

7. **The Minister of State Responsible for the Information Highway promote standards of technology and software that will be compatible with that required for access by various types of disability users such as blind or visually impaired, deaf or hard of hearing, intellectual disabilities, etc.**

   (Responsibility : Ministry of State for the Information Highway)

8. **The provincial government have a clear policy and capacity to produce on demand any government communication in alternate formats, i.e. braille, large print, audio cassette, computer diskette, etc. and to use understandable language so that persons with disabilities will have timely and useful access to public information.**

   (Responsibility : Executive Council Office)

9. **Sign language interpreters be readily available in New Brunswick for deaf persons to access publicly funded services and/or public information sessions.**

   (Responsibility : Department of Health and Community Services)

10. **Assistive listening devices such as loop systems, infra red systems or FM systems should be available for those who are hard of hearing to be able to access publicly funded programs and/or public information sessions.**

    (Responsibility : Executive Council Office)

11. **The Premier's Council should pursue a campaign to encourage government and private sector information providers to consider the needs of persons with vision difficulties in choosing the size of print used for public information (i.e. telephone directories, labelling of prescription and over the counter drugs, government forms, etc.).**

    (Responsibility : Premier's Council on the Status of Disabled Persons)

12. **All government departments and agencies be put on line with the *Directory of Services Offered to Persons with Disabilities in New Brunswick* produced by the Premier's Council on the Status of Disabled Persons.** This information must be readily available in alternate formats for clients and staff members.

    (Responsibility : Premier's Council on the Status of Disabled Persons)

CONSUMER INVOLVEMENT

13. **All programs and groups funded by the provincial government must submit a plan to the Executive Council Office showing what training their staff have and how they are actually involving persons with disabilities and/or their families when appropriate in their own treatment and service plans. They must also include a process for evaluation to determine if agreed upon objectives have actually been met.**

    (Responsibility : Executive Council Office)

14. **The Office of the Ombudsman, in consultation with the Premier's Council on the Status of Disabled Persons, evaluate the level of client satisfaction with provincial programs or departments having significant utilization by persons with disabilities.**

    (Responsibility : Office of the Ombudsman)

15. **Clients be given information on other sources of assistance or information such as the material contained in the Premier's Council on the Status of Disabled Persons' *Directory of Services Offered to Persons with Disabilities in New Brunswick.***

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

EDUCATION

16. **The Department of Education release a statement on how they plan to ensure quality services for students who are blind or visually impaired and students who are deaf or hard of hearing in light of changing programs coordinated by the Atlantic Provinces Special Education Authority.**

    (Responsibility : Department of Education, Anglophone/Francophone Divisions)

17. **The provincial government should establish who is responsible for providing alternate format educational materials for persons undergoing post-secondary training.**

    (Responsibility : Department of Advanced Education and Labour)

18. **The Department of Supply and Services prepare a current list of barrier-free access projects that are pending with all school buildings in New Brunswick. The report should give an indication of work required, priority assigned, budget required and expected timetable for completion so that students with disabilities can attend the same school as their peers and not have to be relocated to another school due to access limitations.**

    (Responsibility : Department of Supply and Services)

19. **The Minister of Education act to confirm licensing requirements for all future teachers in New Brunswick to include a required component course dealing with students with disabilities to be taught by a competent instructor who has experience in teaching students with disabilities in an inclusive/integrated classroom.**

    (Responsibility : Department of Education)

20. **Adequate funding be reserved in a central budget to ensure prompt access to professional educational assessments for students such as those with learning disabilities unable to be served by existing district resource personnel, and that parents be informed of their right to request access to such funding to pay for needed referrals. Not all students with a disability will require additional specialized assessments.**

    (Responsibility : Department of Education)

21. **A consistent and adequate training policy be developed for mandatory use with all teacher aides and attendants hired to work with teachers who have students with disabilities in their classrooms in the public school system. Training time should be paid and made a condition of employment.**

    (Responsibility : Department of Education)

22. **The Minister of Education continue regular meetings of the Minister's Forum on Public Education and the Forum sur l'enseignement public to provide continued input into the public school system for both the anglophone and francophone parts of the province.**

    (Responsibility : Department of Education)

23. **The Minister of the Department of Advanced Education and Labour continue the work of the Program Advisory Committee on Training Services for Persons with Disabilities and expand the mandate from community colleges to all post-secondary education institutions in New Brunswick.**

    (Responsibility : Department of Advanced Education and Labour)

24. **The programs working to improve literacy levels in New Brunswick develop a strategy to improve overall access and use of their services by persons with various levels of disabilities.**

    (Responsibility : Department of Advanced Education and Labour)

25. **The government of New Brunswick review and evaluate the level of commitment, methodology, use of appropriate resource materials and philosophy of literacy programs to determine necessary changes to obtain the desired outcomes.**

    (Responsibility : Department of Advanced Education and Labour)

26. **The Office of Childhood Services and the Department of Education prepare a report on the current status of early intervention services for pre-school aged children with special needs.**

    (Responsibility : Office of Childhood Services, Department of Education)

27. **The Department of Education develop a clear policy on discipline and other procedures available to deal with students who exhibit inappropriate behaviour that may be related to a disability and not intentional bad behaviour. This policy may require a process to determine if the problem is related to a disability. If so, sending such students home for long-term tutoring is not an acceptable solution.**

    (Responsibility : Department of Education)

28. **The departments of Education and Advanced Education and Labour develop strategies to deal with the transition from public school to the community for students not able to pursue post-secondary training or find a job due to problems related to a disability.**

    (Responsibility : Department of Education, Department of Advanced Education and Labour)

29. **The Department of Education must protect and enforce designated funding to the school districts for initiatives related to students with disabilities clearly tied to actual attendance at the school. Shifting to a full global budget transfer to the school districts would remove what little accountability still remains on the actual use of such designated funds.**

    (Responsibility : Department of Education)

30. **The Department of Advanced Education and Labour should consult with interested parties in order to review the current curriculum and training provided in the Human Services Counsellor course at the New Brunswick Community College.**

(Responsibility : Department of Advanced Education and Labour)

HEALTH ISSUES

31. **That the Department of Health and Community Services be instructed to review the mandate and structure of the Rehabilitation Services Advisory Committee to strengthen consumer and community representation to ensure a fair perspective in the positions to be recommended to government.**

(Responsibility : Department of Health and Community Services)

32. **The Department of Health and Community Services host a provincial forum on the future of health care policy in New Brunswick to allow all of the interested parties to share information and propose possible directions for collective action.**

(Responsibility : Department of Health and Community Services)

33. **That the Department of Health and Community Services be instructed to prepare a public report giving a current picture of prevention and health promotion strategies in place in New Brunswick.** This report would also give a status update on each recommendation contained in the publication *An Ounce of Prevention . . . A position paper on health promotion and prevention issues* prepared by the Premier's Council on Health Strategy in January of 1992. This would include but not be limited to such topics as mental health, stress, noise pollution, chemical sensitivities, bicycle helmets, seat-belts and the use and abuse of alcohol.

(Responsibility : Department of Health and Community Services)

34. **The provincial government support the development of a planning document to address gaps in supports for specific under serviced disabilities such as traumatic brain injury survivors, learning disabilities, deaf persons and persons who are hard of hearing, chemical and environmental allergies and other topics**

to be determined. Each planning process must involve the consumers, families and community support groups already available.

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

35. **Legislation be passed to clearly protect the patient's right to all information on their situation and the right to be fully informed in order to make their choices for health care.** Such legislation should clearly outline the process to be followed to obtain copies of information if desired, as well as simple access to their information.

(Responsibility : Department of Health and Community Services)

36. **Unless proven to be legally incompetent, any person's health care and/or residential choices within their financial means should be respected even if others involved might not agree with their choices. Existing legislation and policies must be strengthened to protect the interests of persons with disabilities.**

(Responsibility : Department of Health and Community Services)

37. **Government should call for the Mental Health Commission of New Brunswick to involve key community partners in reviewing the current status and future delivery of appropriate mental health services to citizens of all ages in all regions of the province.**

(Responsibility : Mental Health Commission of New Brunswick)

HOUSING

38. **The Minister of Municipalities, Culture and Housing should review the information in the New Brunswick Task Force Report of 1988 called "Home Sweet Home" and the 1994 Housing Strategy to identify ways to improve support of housing problems for persons with disabilities. Such measures could include shared equity, reverse equity, life interest, rental assistance and greater flexibility on tax arrears cases involving persons with a significant disability.**

(Responsibility : Department of Municipalities, Culture and Housing)

39. **The departments of Municipalities, Culture and Housing, and Health and Community Services in partnership with communities prepare a strategy to respond to the long-term housing needs of persons with disabilities who wish to remain in their community. Persons with disabilities must be allowed to choose from a range of options that have clear points of eligibility and funding arrangements. Nursing homes cannot be viewed as a primary housing solution for young adults and adolescents who require personal supports.**

    (Responsibility : Department of Municipalities, Culture and Housing; Human Resources Development New Brunswick; Department of Health and Community Services)

40. **Barrier-free design features be promoted by the Province for all public and private housing projects in New Brunswick.**

    (Responsibility : Department of Municipalities, Culture and Housing; Department of Supply and Services)

41. **The Rental Assistance Plan for Disabled Persons be opened up to allow new applicants to qualify for funding.**

    (Responsibility : Department of Municipalities, Culture and Housing; Human Resources Development New Brunswick)

42. **Options such as the Habitat for Humanity Program and other "sweat equity" projects be supported as a means to create more units of affordable and accessible housing stock.**

    (Responsibility : Department of Municipalities, Culture and Housing)

INCOME SECURITY

43. **The Department of Human Resources Development New Brunswick and the Department of Health and Community Services establish a consultation process with the federal government, consumers and stakeholders to review current income security programs available to persons with disabilities in New Brunswick. The goal would be to recommend reforms in eligibility criteria, program delivery, and budget planning to maximize the resources available through federal and provincial mandates through federal and provincial**

mechanisms to reduce bureaucracy; to empower consumers; and to support citizens reaching towards self-sufficiency.

(Responsibility : Human Resources Development New Brunswick, Department of Health and Community Services)

44. The definition of a person with a disability shall not focus on a perception that they are permanently unemployable but deal instead with the degree of supports required to be able to function at a reasonable level in the community. **The Premier's Council on the Status of Disabled Persons should be given the task to chair an ad hoc committee of government departments, consumers, families, and other community stakeholders to create a better definition of a person with a disability for all income security and government programs offering resources to persons with a disability.**

    (Responsibility : Premier's Council on the Status of Disabled Persons)

45. **That the government of New Brunswick not make changes to income security programs without first offering a chance for reaction to any proposed changes to the people who will be affected.** Consultation should become the first step and not the last in such a process of reform.

    (Responsibility : Human Resources Development New Brunswick)

46. **The government of New Brunswick create a system of flexible supports that do not mean "all or nothing" in terms of eligibility for income security programs.**

    (Responsibility : Human Resources Development New Brunswick)

PARTNERSHIPS

47. **Government departments and agencies continue to develop and implement clear yet flexible policies on how they are involving persons with a disability, their families, and other community stakeholders in the planning, delivery and evaluation of their programs and services.**

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

48. Our current patchwork of services and programs do not lead to the even regional distribution of supports to persons with similar needs. While the service system must continue to have flexibility, there must be greater attention to the concept of equity. **Therefore we ask the provincial government to review current policies on regional decentralized budgets to reserve some control at the provincial headquarters' office through holding a block of provincial contingency funds to respond to different regional caseload needs during the fiscal year.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

49. **That the Province of New Brunswick provide resources to the Executive Council Office and the Premier's Council on the Status of Disabled Persons to host a provincial series of workshops with the objective of clarifying roles and responsibilities for stakeholders to be involved in the future delivery of services for persons with disabilities.** For example, how should equipment and technical aids be funded considering the wide variety of partners who currently claim to do this? Could a centralized application process eliminate unnecessary administrative expenses and improve use of current resources? **Such a review should clearly identify the role and financial implications for the provincial government for each program or service examined.**

(Responsibility : Executive Council Office, Premier's Council on the Status of Disabled Persons)

50. **That the government of New Brunswick explore opportunities for funding partnerships with community-based non-profit organizations as a means of delivering certain services to persons with disabilities.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

51. **That the various departments and agencies of government be encouraged to collaborate on program planning and delivery in relation to persons with a disability.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

52. **Due to the problems of jurisdictional disputes and a significantly higher rate of disability amongst the aboriginal population of New Brunswick, the Council would like to see a special task force struck to identify current issues and potential solutions for addressing the needs of aboriginal persons with disabilities.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

PERSONAL SUPPORTS

53. **The Department of Health and Community Services convene a working group of consumer and community groups to draft a clear and collected policy paper on eligibility criteria, application process, funding mechanisms, assessment of needs, appeal process and ongoing evaluation of how persons with disabilities will receive personal care supports.**

(Responsibility : Department of Health and Community Services)

54. **The Government of New Brunswick should seek information on current insurance industry practices relating to the charging of premiums for coverage that is transferred back to public and community funded programs when aspects of accident and long-term disability claims are made to the insurance company. The issue of coverage for persons with pre-existing conditions also needs to be reviewed in order to ensure reasonable access to health insurance for all citizens whether employed or not.**

(Responsibility : Department of Finance, Public Utilities Board, Premier's Council on the Status of Disabled Persons)

55. **Additional funds be allocated to personal care services' budgets for community-based programs under the *Long-Term Care Strategy* to cover new cases coming into the system.**

(Responsibility : Department of Health and Community Services)

56. **Policies and funding be in place to respond in a timely fashion to the personal care needs of disabled individuals involved in education or vocational training programs.**

    (Responsibility : Human Resources Development New Brunswick, Department of Advanced Education and Labour)

57. **That financial assistance for personal supports related to a person's disability including health card benefits not be considered as income for calculations concerning income assistance and that such disability-related assistance be continued even if the person is gainfully employed.**

    (Responsibility : Human Resources Development New Brunswick)

58. **Government must examine its various in-home support programs to prevent discrimination based on the age of the person having the disability. There is a perception for example that there are better services available to seniors to remain at home than for younger adults with disabilities. Helping to keep seniors out of nursing homes but setting financial limits for services for younger adults means that some individuals are being forced to look at nursing homes as their only offered alternative.**

    (Responsibility : Department of Health and Community Services)

RECREATION AND LEISURE

59. **The Department of Municipalities, Culture and Housing promote access to community non-profit and for-profit recreational facilities by offering small amounts of seed grants and to identify other sources of potential financial recovery for costs associated with improving barrier-free access.**

    (Responsibility : Department of Municipalities, Culture and Housing)

60. **The Department of Municipalities, Culture and Housing give a higher profile to their various initiatives undertaken to increase participation by persons with disabilities in sport and recreation programs.**

    (Responsibility : Department of Municipalities, Culture and Housing)

61. **The Province of New Brunswick assist the disability sport and recreation sector in developing the means to do effective and ethical fundraising to meet a greater level of their funding needs.**

    (Responsibility : Department of Municipalities, Culture and Housing)

62. **The Department of Municipalities, Culture and Housing should organize a provincial forum to review achievements and identify challenges and possible solutions for improving access to recreation and leisure opportunities for persons with disabilities.**

    (Responsibility : Department of Municipalities, Culture and Housing)

63. **Libraries across the province should improve the quantity of and access to their talking book services to address a wider range of age groups and language choice. They should also not limit the service to CNIB clients as some persons with reading disabilities or physical limitations cannot effectively use printed books.**

    (Responsibility : Department of Municipalities, Culture and Housing)

64. **The Department of Municipalities, Culture and Housing implement a policy that any municipality or group receiving provincial funding for sport or recreation programs or facilities must indicate whether those programs or facilities are accessible to persons with disabilities. If not, they must identify what steps they will take to remedy the situation. Future funding would then be contingent on continuing progress towards appropriate solutions from the previously submitted plan.**

    (Responsibility : Department of Municipalities, Culture and Housing)

RESEARCH

65. **The Premier's Council on the Status of Disabled Persons establish a committee on research issues to develop a list of current topics and possible strategies to facilitate outcome oriented research on disability related issues in New Brunswick. The Premier's Council on the Status of Disabled Persons develop a strategy to help promote awareness of existing information available to researchers, planners and service providers interested in disability issues.**

    (Responsibility : Premier's Council on the Status of Disabled Persons)

66. **There is a great concern over the possible levels of violence and other forms of abuse involving persons with disabilities. This aspect of issues related to violence and persons with disabilities in New Brunswick needs to be investigated to get a picture of the current scope of the problem.**

(Responsibility : Premier's Council on the Status of Disabled Persons, Muriel McQueen Ferguson Centre on Family Violence)

67. **Greater emphasis be given to creating more consistent funding mechanisms and funding levels for needed social and economic research related to disability issues.** Perhaps universities, community colleges, professional associations, business, community groups and government should pool their resources to design and fund needed research.

(Responsibility : Maritime Provinces Higher Education Commission)

TRAINING AND EMPLOYMENT

68. **The policies and resources available to clients with disabilities eligible for Vocational Rehabilitation for Disabled Persons be reviewed and reformed with input from consumers and other stakeholders.**

(Responsibility : Human Resources Development New Brunswick)

69. **The Maritime Provinces Higher Education Commission prepare and release a status report on current levels of access to universities by students with disabilities and indicate how they would plan to increase the rate of participation by such students.**

(Responsibility : Maritime Provinces Higher Education Commission)

70. **Provincial government staffing plans must include a specific strategy to increase the number of persons with disabilities in the civil service including new persons coming in and opportunities for promotion of those already employed and also to explore the possibility of home-based employment links. Positions should be spread out over both entry level and management level jobs. With government restructuring, we are concerned with the retention of jobs for employees with disabilities.**

(Responsibility : Executive Council Office)

71. **The extra costs of disability related items be added to the resources available to a person with a significant disability.**

    (Responsibility : Human Resources Development New Brunswick)

72. **Appropriate resources including assessment tools be available to assist a person with a disability to understand and choose from available options that will meet their needs while taking into account current and projected labour trends.**

    (Responsibility : Department of Advanced Education and Labour)

73. **Ensure that professionals and community-based staff who are working directly with persons with disabilities be adequately trained about disability issues and available resources. This would include such program staff as vocational counsellors, school support workers, residential staff, supported employment staff, etc.**

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

74. **There are some persons with disabilities who will need higher amounts of personal supports. Programs should not put unrealistic caps on individual service plans (i.e. student who is deaf who needs interpreter or a person who is blind who needs an expensive model of adapted computer technology, or a person with an intellectual disability who may require some measure of support indefinitely).**

    (Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

75. Most training and support programs are either short-term or only last until the person is job ready. **We see a limited program for long-term wage subsidies or supports for a person who will require such assistance to maintain employment on a long-term basis.**

    (Responsibility : Department of Advanced Education and Labour, Human Resources Development New Brunswick)

76. **The Province of New Brunswick develop a comprehensive strategy to attempt to bring the level of unemployment among those persons with disabilities wanting to work to the same level as the rest of the province's work force.**

(Responsibility : Interdepartmental Committee on the Action Plan for Persons with Disabilities)

TRANSPORTATION

77. **The Department of Transportation convene an ad hoc committee to examine options available to improve transportation access for persons with disabilities especially those living in rural areas of the province. This committee would include representation from community groups and others involved with persons with disabilities and transportation issues.**

(Responsibility : Department of Transportation)

78. **Municipalities be encouraged to use new provincial legislation to strongly enforce reserved parking spaces for persons with disabilities.**

(Responsibility : Department of Transportation)

79. **A provincial standard be developed so that reserved parking spaces have appropriate signage, size and paint markings on the parking surface.**

(Responsibility : Department of Transportation)

80. **The Vehicle Retrofit Program be continued and also be open to taxi operators wishing to adapt a vehicle to carry passengers with a disability at standard taxi fares.**

(Responsibility : Department of Transportation)

81. **The province of New Brunswick clarify the legal status and requirements for wheelchair pedestrians and persons who use other types of mobility devices in terms of the use of sidewalks and streets.**

(Responsibility : Department of Transportation)

82. **The issue of funding subsidies for operating costs of non-profit community transportation services for persons with disabilities be explored.** At least we could explore options like tax exempt gas and routine maintenance being available through regional government garages for such groups.

(Responsibility : Department of Transportation)

83. **That the government develop guidelines for the use of acceptable audible traffic signals for persons who are blind and visually impaired to encourage consistency in how they are utilized in municipalities.**

(Responsibility : Department of Transportation)

APPENDICES

Appendix A - Background and Definitions on Statistics

Appendix B - Number of Persons with Disabilities, by Age, by Sex, by Level of Severity of Disability - Canada

Appendix C - Number of Persons with Disabilities, by Age, by Sex, by Level of Severity of Disability - New Brunswick

Appendix D - Highest Level of Schooling Completed by Adults with Disabilities, Aged 15 to 64, by Sex and by Province - Canada and New Brunswick

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APPENDIX A

BACKGROUND AND DEFINITIONS ON STATISTICS

Background

The statistics quoted in the present document were adapted from Statistics Canada *1991 Health and Activity Limitation Survey* and the tables contained in the Social Security Reform Paper entitled *Improving Social Security in Canada - Persons with Disabilities: A Supplementary Paper* which was released in 1994.

The adapted tables are reproduced in the following appendices for your information.

Definitions

The *Health and Activity Limitation Survey* (HALS) was designed to collect data for a national database on disability. HALS was first conducted after the 1986 Census of Population and repeated after the 1991 Census of Population.

The *Health and Activity Limitation Survey* uses the World Health Organization's definition of disability which is:

> *"...any restriction or lack of ability (resulting from an impairment) to perform an activity in the manner or within the range considered normal for a human being."*

Adults 15 years and over were asked a number of questions about activities which most persons carry out as part of everyday life. This set of questions is referred to as the "Activities of Daily Living" (ADLs). Persons who indicated some difficulty in performing any of the seventeen activities, such as "Do you have any trouble walking up and down a flight of stairs?" or "Do you have any trouble hearing what is said in a normal conversation with one other person?" were considered disabled.

HALS used a modified version of the ADLs which contained six additional questions. Users should refer to the HALS User's Guide for copies of the survey questionnaires.

Adults are not considered disabled if they use a technical aid and that aid completely eliminates the limitation, i.e. an individual who uses a hearing aid and states that he has no limitation when using the aid would not be considered disabled. The concept of time has also been added as an

additional parameter - the limitation has to be of a minimum six-month duration, i.e. has lasted or is expected to last six months or more.

For children less than 15 years of age the survey inquired into the existence of general limitations such as hearing, speaking or vision problems, chronic conditions such as diabetes, epilepsy or muscular dystrophy, and the use of technical aids. A positive response in any one of these three categories was taken as an indication of the presence of a disability.

A person may have a multiple disability, meaning that he/she has reported a limitation in more than one category for nature of disability. Different types of disabilities were identified as follows:

Mobility : Limited in ability to walk, move from room to room, carry an object for 10 metres or stand for long periods (screening questions A8 to A12).

Agility : Limited in ability to bend, dress or undress oneself, get in and out of bed, cut toenails, use fingers to grasp or handle objects, reach or cut own food (screening questions (A13 to A19).

Seeing : Limited in ability to read ordinary newsprint or to see someone from four metres, even when wearing glasses (screening questions A4 and A5).

Hearing : Limited in ability to hear what is being said in conversation with one other person or in a group conversation with at least three other people, even when wearing a hearing aid (screening questions A1 and A2).

Speaking : Limited in the ability to speak and be understood (screening question A7).

Other : Limited because of learning disability or emotional or psychiatric disability, or because of developmental delay (screening questions A21 to A23).

Unknown : Limited but nature not specified (screening question A20).

Number of Persons with Disabilities, by Age, by Sex, by Level of Severity of Disability - Canada

Total Canadian population	26,916,730
Total population with disabilities	4,184,680
Disability rate	15.5%

		Level of Severity				
		Mild	**Moderate**	**Severe**	**Total #**	**Total %**
Residing in Households						
Children 0-14	**Total**	**348,300**	**29,550**	**11,500**	**389,350**	**9.3%**
	Boys	208,020	18,420	6,550	232,990	
	Girls	140,280	11,130	4,950	156,360	
Adults 15-64	**Total**	**1,248,500**	**725,430**	**323,200**	**2,297,130**	**54.9%**
	Men	651,110	329,910	155,310	1,136,320	
	Women	597,390	395,520	167,900	1,160,810	
Adults 65+	**Total**	**487,420**	**435,160**	**313,380**	**1,235,960**	**29.5%**
	Men	222,230	175,320	111,080	508,630	
	Women	265,190	259,840	202,300	727,320	
Residing in Institutions	**Total**	**34,000**	**47,510**	**180,740**	**262,240**	**6.3%**
Adults 15 and over *	Men	15,790	16,640	56,670	89,100	
	Women	18,210	30,870	124,070	173,150	
Total with Disabilities		**2,118,220**	**1,237,650**	**828,820**	**4,184,680**	**100.0%**

* The 1991 Health and Activity Limitation Survey did not include children 0-14 in institutions.

Note: All numbers are rounded to the nearest "10" for presentation. In some cases, the addition of columns/rows may not equal the total listed due to rounding.

Adapted from the document entitled: *Improving Social Security in Canada – Persons with Disabilities: A Supplementary Paper.* Minister of Human Resources Development Canada, 1994.

Number of Persons with Disabilities, by Age, by Sex, by Level of Severity of Disability - New Brunswick

Total population of New Brunswick	717,590
Total population with disabilities	127,050
Disability rate	17.7%

		Level of Severity				
		Mild	**Moderate**	**Severe**	**Total #**	**Total %**
Residing in Households						
Children 0-14	**Total**	**9,540**	**570**	**430**	**10,550**	**8.3%**
	Boys	5,510	350	210 **	6,080	
	Girls	4,030	220 **	220 **	4,470	
Adults 15-64	**Total**	**35,750**	**23,800**	**9,810**	**69,360**	**54.6%**
	Men	18,770	12,770	4,580	36,120	
	Women	16,980	11,030	5,230	33,240	
Adults 65+	**Total**	**16,710**	**15,360**	**8,570**	**40,640**	**32.0%**
	Men	7,910	6,610	3,650 **	18,160	
	Women	8,800	8,750	4,920 **	22,480	
Residing in Institutions	**Total**	**580**	**940**	**4,980**	**6,500**	**5.1%**
Adults 15 and over *	Men	250 **	390	1,700	2,330	
	Women	340	550	3,290	4,170	
Total with Disabilities		**62,590**	**40,670**	**23,790**	**127,050**	**100.0%**

* The 1991 Health and Activity Limitation Survey did not include children 0-14 in institutions.

** Figures to be used with caution. The standard deviation of the estimate is between 16.6% and 33.3%.

Note: All numbers are rounded to the nearest "10" for presentation. In some cases, the addition of columns/rows may not equal the total listed due to rounding.

Adapted from the document entitled: *Improving Social Security in Canada – Persons with Disabilities: A Supplementary Paper.* Minister of Human Resources Development Canada, 1994.

Highest Level of Schooling Completed by Adults with Disabilities, Aged 15 to 64, by Sex and by Province

	Highest Level of Schooling Completed											
	0-8 Years		Secondary School		Some Post-Sec.		Cert./Diploma		University Degree		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Canada												
total	**454,040**	**19.8%**	**1,032,290**	**44.9%**	**247,230**	**10.8%**	**428,980**	**18.7%**	**134,600**	**5.9%**	**2,297,140**	**100.0%**
men	244,480	21.5%	492,070	43.3%	119,950	10.6%	209,730	18.5%	70,110	6.2%	1,136,330	100.0%
women	209,560	18.1%	540,230	46.5%	127,280	11.0%	219,260	18.9%	64,490	5.6%	1,160,810	100.0%
New Brunswick												
total	**21,030**	**30.3%**	**30,930**	**44.6%**	**5,070**	**7.3%**	**10,110**	**14.6%**	**2,250**	**3.2%**	**69,360**	**100.0%**
men	12,850	35.6%	15,510	42.9%	2,230	6.2%	4,470	12.4%	1,080 **	3.0%	36,130	100.0%
women	8,180	24.6%	15,420	46.4%	2,850	8.6%	5,630	16.9%	1,160 **	3.5%	33,240	100.0%

Adapted from the document entitled: *Improving Social Security in Canada – Persons with Disabilities: A Supplementary Paper.* Minister of Human Resources Development Canada, 1994.

Labour Force Status of Adults with Disabilities, Aged 15 to 64, by Sex and by Province

	Labour Force Status							
	Employed		Unemployed		Not in Labour Force		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Canada								
total	**1,106,210**	**48.2%**	**186,300**	**8.1%**	**1,004,630**	**43.7%**	**2,297,140**	**100.0%**
men	633,570	55.8%	95,990	8.4%	406,770	35.8%	1,136,330	100.0%
women	472,640	40.7%	90,310	7.8%	597,860	51.5%	1,160,810	100.0%
New Brunswick								
total	**27,990**	**40.4%**	**7,450**	**10.7%**	**33,930**	**48.9%**	**69,360**	**100.0%**
men	16,070	44.5%	4,580	12.7%	15,470	42.8%	36,120	100.0%
women	11,920	35.9%	2,870	8.6%	18,450	55.5%	33,240	100.0%

Adapted from the document entitled: *Improving Social Security in Canada – Persons with Disabilities: A Supplementary Paper.* Minister of Human Resources Development Canada, 1994.

Adults with Disabilities, Aged 15 to 64, by Level of Individual Income, by Province

	Both Sexes		Men		Women	
Canada	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
less than $5,000	592,160	26%	181,950	16%	410,210	35%
$5,000-$9,999	388,920	17%	174,690	15%	214,220	18%
$10,000-$14,999	257,360	11%	111,250	10%	146,110	13%
$15,000-$19,999	212,860	9%	97,580	9%	115,280	10%
$20,000-$24,999	181,850	8%	89,370	8%	92,480	8%
$25,000-$29,999	153,720	7%	87,750	8%	65,970	6%
$30,000 and over	510,270	22%	393,730	35%	116,550	10%
Total	**2,297,140**	**100%**	**1,136,320**	**100%**	**1,160,810**	**100%**

	Both Sexes		Men		Women	
New Brunswick	**Number**	**Percent**	**Number**	**Percent**	**Number**	**Percent**
less than $5,000	21,050	30%	7,930	22%	13,120	39%
$5,000-$9,999	20,040	29%	10,360	29%	9,680	29%
$10,000-$14,999	8,650	12%	4,400	12%	4,250	13%
$15,000-$19,999	5,640	8%	3,020	8%	2,620	8%
$20,000-$24,999	3,550	5%	1,930	5%	1,620	5%
$25,000-$29,999	4,240	6%	3,140	9%	1,100	3%
$30,000 and over	6,190	9%	5,340	15%	850	3%
Total	**69,360**	**100%**	**36,120**	**100%**	**33,240**	**100%**

Adapted from the document entitled: *Improving Social Security in Canada – Persons with Disabilities: A Supplementary Paper.* Minister of Human Resources Development Canada, 1994.